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STAT

24 MAY

23 May 1983

MEMORANDUM FOR THE RECORD

FROM: STAT

SUBJECT: Meeting of 13 May 1983 with STAT
on Retirement Modeling

1. I presented STAT with an explanation of our modeling strategy which predicts the age distribution based on five possible scenarios. The graphical representation of the results showed that the age distribution will initially compress at the higher age groups.

2. In addition, I indicated to STAT that after the initial compression of the age distribution, the wastage vector should probably reflect a higher attrition rate at the lower age groups and a lower attrition rate at the higher age groups. These predictions would result in a hypothesized age distribution which would have a higher average age value. In other words, the age distribution would expand and reflect an older, less stable employee population. We agreed that to model this scenario the wastage vector and transition matrix should be changed to reflect a higher attrition for all age groups except the over 50 age groups.

3. STAT reviewed his reactions to the meeting with the Senate committee-aides. The question arose as to whether OP was modeling the possible effects on the Agency's employees. (We seem headed in the right direction.)

4. The final area of discussion was that our modeling effort needs to address directly or indirectly the effects on promotion rates and grade distribution. We will need to talk about this problem. I told STAT that I thought we would have some preliminary results on the expanding age distribution scenario by 18 May 1983 (Wednesday).

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